



# County of San Diego

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PROBATION DEPARTMENT  
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The San Diego Probation Department has a zero tolerance standard for all forms of sexual conduct including sexual harassment, between clients, staff, volunteers, contractors and visitors. This zero tolerance on sexual conduct applies to all facilities and programs providing services to clients under the jurisdiction of the San Diego County Probation Department.

Any person who violates the above standard will be charged with the appropriate violation. For those found guilty, they will receive the fullest sanction and the case may be referred for criminal prosecution.

## What Should be Reported

- Acts that involve client sexual misconduct. (Clients are any person under the jurisdiction of the San Diego County Probation Department)
- Any behavior of a sexual nature directed towards a client by an employee, volunteer, official visitor, or agency representative
- All completed, attempted, threatened, or requested sexual acts with any client
- Any incident of intentional touching with the intent to abuse, arouse, or gratify sexual desire
- Incidents of indecent exposure, invasion of privacy, or sexual gratification, or voyeurism
- Any form of sexual harassment or discrimination is prohibited

## How to Report Inappropriate Sexual Conduct

If you become aware of information regarding inappropriate sexual conduct or threats made to a client you **must** notify a Probation Department employee of the information. All reported incidents are investigated.

## Prevention

The following are behaviors or 'red flags' that may signal you or someone you work with is in danger of engaging in sexual misconduct with a client:

- Deviating from agency policy for the benefit of a particular client
- Sharing personal information with an client
- Doing favors for a client
- Flirting with a client
- Failure to report inappropriate behavior by a client

Some staff don't think of clients as "victims" of staff sexual misconduct, especially when the client appears to be a willing participant or even initiated the sexual or 'romantic' interactions with a staff member. The client is always the victim because of the imbalance of power. The consent or willingness of a client to participate may be a survival strategy or a learned response to previous or current victimization. As the person in authority, it is your responsibility to discourage, refuse and report any overtures as well as maintain professional boundaries at all times.

*I acknowledge San Diego County Probation Department's zero tolerance for sexual abuse. I understand all allegations of sexualized conduct will be investigated I must report any suspected sexual abuse to a Probation Department employee.*

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PRINT NAME

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